

BEBERAPA FAKTOR YANG BERHUBUNGAN DENGAN MOTIVASI KERJA
PEGAWAI DI DIVISI PEMELIHARAAN SARANA DAN SANITASI RS Dr.KARIADI
SEMARANG

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Konsep tentang rumah sakit proaktif, yaitu rumah sakit yang peduli terhadap lingkungannya melalui peningkatan efektifitas dan efisiensi kerjanya. Di Divisi PS&S RS Dr.Kariadi Semarang dari pengalaman selama bertugas dan survei awal pada bulan Juni 2004 terhadap 13 pegawai di Divisi PS&S diketahui adanya permasalahan dalam perilaku kerja (gaji/insentif 46,15%; kondisi kerja 61,54%; hubungan kerja 69,23%; supervisi 53,85%; pengembangan diri 69,32%; penghargaan 61,54%; pekerjaan yang menantang 53,85%). Tujuan penelitian ini untuk mengetahui beberapa faktor yang berhubungan dengan motivasi kerja pegawai di Divisi Pemeliharaan Sarana dan Sanitasi RS Dr.Kariadi Semarang.

Jenis penelitian ini adalah *eksplanatory survey* dengan menggunakan pendekatan *cross sectional*. Populasi penelitian adalah pegawai di Divisi Pemeliharaan Sarana dan Sanitasi RS Dr.Kariadi Semarang diambil sampel keseluruhan sebanyak 71 responden. Analisa data memakai uji *Chi Square* ($\alpha=0,05$).

Hasil penelitian menunjukkan ada hubungan antara insentif dengan motivasi kerja pegawai PS&S RSDK ($p\text{-value}=0,031$). ada hubungan antara kondisi kerja dengan motivasi kerja pegawai PS&S RSDK ($p\text{-value}=0,028$). ada hubungan antara kerja dengan motivasi kerja pegawai PS&S RSDK ($p\text{-value}=0,023$). ada hubungan antara supervisi dengan motivasi kerja pegawai PS&S RSDK ($p\text{-value}=0,047$). ada hubungan antara pengembangan diri dengan motivasi kerja pegawai PS&S RSDK ($p\text{-value}=0,025$). ada hubungan antara penghargaan dengan motivasi kerja pegawai PS&S RSDK ($p\text{-value}=0,002$). ada hubungan antara pekerjaan yang menantang dengan motivasi kerja pegawai PS&S RSDK ($p\text{-value}=0,010$).

Disarankan kepada RS Dr.Kariadi untuk meningkatkan atau memperbaiki kondisi kerja yang sudah ada, melakukan evaluasi berkelanjutan terhadap kegiatan supervisi dan untuk pegawai harus mampu meningkatkan kemampuan dan ketrampilan.

Kata Kunci: motivasi kerja, Divisi PS&S

*SEVERAL FACTORS RELATED TO THE EMPLOYEE'S WORKING MOTIVATION
IN THE FACILITIES MAINTENANCE AND SANITATION DIVISION OF
Dr.KARIADI HOSPITAL SEMARANG*

Proactive hospital concept, were the hospital if one that have a good care toward its environment, through the raising of hospital effectivity and its working efficiency. According to the experince during the assignment and

early surveying on June 2004 involving 13 employees of the division, it is found that there is a set of problem in working attitude (salary 46,15%; working condition 61,54%; interpersonal relation 69,23%; supervision 53,85%; advancement 69,32%; recognition 61,54%; the challenging job/responsibility 53,85%). The objective of this research is to find how many factor related to the employee's working motivation in the facilities maintenance and sanitation division of Dr.Kariadi hospital Semarang. The method of this research is explanatory survey using cross sectional approaches. The total population in this research are 71 respondents processed by total sampling. The data was analyzed by using Chi Square Test($\alpha=0,05$).

The research output indicates an existence of relationship between the incentive and the employee's working motivation ($p\text{-value}=0,031$). The research output indicates an existence of relationship between the working condition and the employee's working motivation ($p\text{-value}=0,028$). The research output indicates an existence of relationship between the working relationship and the employee's working motivation ($p\text{-value}=0,023$). The research output indicates an existence of relationship between the supervision and the employee's working motivation ($p\text{-value}=0,047$). The research output indicates an existence of relationship between the self-improvement and the employee's working motivation ($p\text{-value}=0,025$). The research output indicates an existence of relationship between the appreciation for employees and the employee's working motivation ($p\text{-value}=0,002$). The research output indicates an existence of relationship between and the employee's working motivation ($p\text{-value}=0,010$). It is highly proposed for Kariadi Hospital to keep maintaining and raising the working condition, supervision evaluation, and for employees should raising their abilities and skills.

Keyword : working motivation, FM&S division